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Appendix I.

[Vide answer to starred question No. 192 asked by Sri T. Purushotham at the meeting of the Legislative Council held on 24th February 1955, page 117 supra.]

Rules governing the conditions of service of the maistries in the Electrical Engineer (General) Division of the Public Works Department.

Rule 1—*Short title, extent and commencement.*—(*a*) These rules may be called the Madras Electrical Engineer (General) Division provincialized Electrical Installation Works (Non-Statutory) Rules.

(*b*) These rules shall come into force from the 1st April 1949.

(*c*) These rules shall apply to all the work-charged posts provincialized in G.O. Ms. No. 1954, P.W., dated 28th May 1949, as subsequently amended.

Rule 2—*Appointment.*—(*a*) Appointment to any of the posts to which these rules apply shall be either by direct recruitment or by promotion from any other post, the scale of pay of which is lower than the scale applicable to the post to which the appointment is made.

(*b*) All promotions will be made on grounds of efficiency, merit and ability, seniority being considered only when merit and ability are approximately equal.

(*c*) The seniority of an employee in any category or grade of posts included in the schedule shall unless he has been reduced to a lower rank as punishment be determined by the date of commencement of his service which counts towards probation.

Rule 3—*Appointing authority, postings and transfers.*—(*a*) The appointing authority for all the categories and grade of posts mentioned in the schedule shall be the Electrical Engineer (General).

(*b*) All postings and transfers shall be made by the appointing authority provided that the powers conferred on the appointing authority may be exercised also by any authority to whom the appointing authority is administratively subordinate.

Rule 4—*Qualifications.*—(*a*) No person shall be eligible for appointment by direct recruitment to any post included in the schedule if he has completed 25 years of age :

Provided that this age-limit may be relaxed in individual cases by the Chief Engineer, Public Works Department (General), for special reasons to be recorded in writing.

(*b*) No person shall be eligible for appointment in any post unless he satisfies the appointing authority that he possesses an adequate knowledge of the language of the area concerned and that besides he also possesses the technical knowledge and experience required for the discharge of his duties in that post.

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Rule 5—*Probation.*—Every person appointed to a category or grade otherwise than on promotion not involving the assumption of duties and responsibilities or greater importance shall from the date on which he joins duty in such category or grade be on probation for a total period of two years on duty within a continuous period of three years.

The authority to decide whether a particular promotion involves the assumption of duties and responsibilities of greater importance shall be the appointing authority himself (i.e.), Electrical Engineer (General).

Rule 6—*Suspension or termination of probation.*—At any time before the expiry of the prescribed period of probation the appointing authority may—

(i) discharge probationer from service or revert him to his permanent post or category for want of a vacancy.

(ii) at its discretion by order terminate the probation of probationer after giving him a reasonable opportunity of showing cause against the action proposed to be taken in regard to him.

Rule 7—*Completion of probation and extension of probation.*—At the end of the prescribed period of probation, the appointing authority shall consider the probationer's suitability for full membership in the category or post in which he is a probationer. If it is not able to come to a decision it shall by order extend the probation of the probationer by a period not exceeding six months so as to afford it a further opportunity to decide whether the probationer will be suitable for full membership. When the probation of a probationer is extended, his increment shall remain stopped until he completes his probation satisfactorily. Such stoppage shall not have the effect of postponing his future increments after satisfactory completion of probation.

Rule 8—*Appeal against discharge.*—A probationer who is discharged under rule 6 (ii) above shall be entitled to appeal against the order to the Chief Engineer, Public Works Department (General), who may on his own motion or otherwise revise any order discharging a probationer within one year of the date of such order. When an order discharging a probationer is set aside on appeal and the probationer is restored to service, the period on and after the date of discharge to the date of such restoration shall not count towards probation. The period of probation undergone by the probationer at the time of discharge shall however count towards the prescribed period of probation.

Rule 9—*Appointment of full members.*—All substantive appointments to any category or grade of posts in the schedule shall be made from approved probationers in that category or grade strictly in accordance with seniority.

Rule 10—*Discipline—Penalties.*—The Madras Civil Services (Classification, Control and Appeal) Rules shall not apply to these workmen—

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(*a*) The following penalties may, for good and sufficient reason, be imposed by the appointing authority on a member holding any post in the schedule :—

(i) Censure.

(ii) Fine.

(iii) Withholding of increments or promotion.

(iv) Reduction to a lower rank in the seniority list or to a lower post or time-scale or to a lower stage in the time-scale.

(v) Recovery from pay of the whole or part of any pecuniary loss caused to Government by negligence or breach of orders.

(vi) Compulsory retirement.

(vii) Removal.

(viii) Dismissal.

In every case where it is proposed to impose on a member any of the penalties mentioned above, specific charges shall be framed against him and the case carefully investigated and he shall be given a reasonable opportunity of showing cause against the action proposed to be taken in regard to him.

(*b*) The appointing authority may place an employee under suspension from service, pending enquiry into grave charges against him, when such suspension is considered necessary in the public interest. In regard to the grant of subsistence allowance during the period of suspension, the provisions of Fundamental Rule 53 shall apply in the case of this establishment also.

(*c*) Every order of punishment shall state the grounds on which it is based and shall be communicated in writing to the person against whom it is passed.

Rule 11—*Appeal.*—(*a*) A member preferring an appeal against the orders of the appointing authority imposing any of the penalties specified in Rule 10 shall do so separately and in his own name.

(*b*) Every appeal shall be addressed to the Chief Engineer, Public Works Department (General), within three months from the date on which the appellant is informed of the order appealed against.

(*c*) After considering the facts of the case and the grounds of appeal, the appellate authority shall pass such orders as it considers fit.

Rule 12—*Consequences of resignation.*—(*a*) A member shall if he resigns his appointment, forfeit not only the service rendered by him in the particular post held by him at the time of resignation but all his previous service rendered under the Government.

(*b*) The re-appointment of such a person shall be treated in the same way as a first appointment by direct recruitment and all rules governing such appointment shall apply, and on such re-appointment, he shall not be entitled to count any portion of his previous service for any benefit or concession admissible under any rules or orders.

Rule 13—*Retirement.*—The date of superannuation and compulsory retirement on account of superannuation of a member shall be the date on which he attains the age of 55 years.

Rule 14—*Savings.*—Nothing in these rules shall adversely affect any person who was a regular member of the work-charged establishment of the Electrical Engineer's Division on the date of coming into force of these rules.

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Schedule.

Serial number and designation of post.	Scale of pay.	Madras City. Number of permanent posts sanctioned.	Madras City. Number of temporary posts sanctioned.	Coimbatore. Number of permanent posts sanctioned.	Coimbatore. Number of temporary posts sanctioned.	Visakhapatnam. Number of permanent posts sanctioned.	Visakhapatnam. Number of temporary posts sanctioned.	Ootacamund. Number of permanent posts sanctioned.	Ootacamund. Number of temporary posts sanctioned.	Total. Number of permanent posts sanctioned.	Total. Number of temporary posts sanctioned.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
Superior establishment.											
1 General Foreman	120—5—180	1	..	..	..	..	..	..	..	1	..
2 Testing Assistant, I Grade	80—5—110	1	..	..	..	..	..	..	..	1	..
3 Testing Assistant, II Grade	70—3—110	1	..	..	..	..	..	..	..	1	..
4 Junior Testing Assistant	45—2—65	5	..	..	..	..	..	..	..	5	..
5 Head Wireman	70—3—100	11	..	..	..	..	..	..	..	11	..
6 Maistries	80—5—110	7	..	..	..	..	..	1	..	8	..
7 Head Driver	70—3—100	..	..	..	..	1	..	..	..	1	..
8 Assistant Driver	45—2—65	..	..	..	..	..	..	1	..	1	..
9 Assistant Wireman	30—1—45	7	3	..	..	2	..	2	..	11	3
10 Cleaner, I Grade	30—1—45	13	4	1	..	2	..	3	..	19	4
11 Wireman	45—2—65	29	9	5	1	4	1	6	1	44	12
12 Crane Drivers	45—2—65	2	..	..	..	..	..	..	..	2	..
13 Carpenters	30—1—45	2	..	..	..	..	..	..	..	2	..
14 Fitters	45—2—65	1	..	..	..	..	..	..	..	1	..
15 Painters	31—1—45	4	1	..	..	..	..	..	..	4	1
16 Blacksmith	40—1—50	..	..	..	..	..	..	1	..	1	..
17 Lift Attendant	35—1—45	..	1	..	..	..	..	..	..	..	1
Inferior establishment.											
18 Cleaner, II Grade	16—½(A)—25	21	8	4	1	7	2	5	1	37	12
	Total ..	105	26	10	2	16	3	19	2	150	33